

**KSFY, KABY, KPRY**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2014 – November 30, 2015**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sports Reporter	2,3,5,6,7,11,12,13	3
Sports Anchor/Reporter	2,3,5, 11, 12, 13	2
Multimedia Journalist	2,3,5,6,7, 11,12,13	7
Morning News Editor	2,3,5,7,13	2
Photojournalist	2,3,5,7, 11,12, 13	2
Multimedia Journalist	2,3,5,6,7, 11, 12, 13	3
Account Executive	1,2, 9,13	9
Account Executive	1,2, 8,13	8
Office Manager	2, 4, 10	10

**KSFY, KABY, KPRY  
EEO PUBLIC FILE REPORT  
December 1, 2014 – November 30, 2015**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	On-air Announcements on one or more stations	N	
2	KSFY.com	N	5
3	Tvjobs.com	N	2
4	Careerbuilder.com	N	2
5	<a href="http://www.getgrads.com">www.getgrads.com</a>	N	0
6	<a href="http://careerservices.nabj.org">careerservices.nabj.org</a>	N	0
7	Gray Television, 4370 Peachtree Road, NE, Suite 400 Atlanta, GA 30319 (404) 266-8333	N	1
8	Referral	N	1
9	Internship	N	1
10	Internal Hire/Promotion	N	1
11	South Dakota State University, Brookings, SD 57007	N	0
12	University of South Dakota, 414 E. Clark Street, Vermillion, SD 57069	N	0
13	University of Sioux Falls, 1101 W. 22 <sup>nd</sup> Street, Sioux Falls, SD 57105	N	0
<b>TOTAL INTERVIEWEES</b>			<b>13</b>

**KSFY, KABY, KPRY**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2014 – November 30, 2015**

**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Job Fair – South Dakota State University	On January 23, 2015, the stations participated in a job fair held at South Dakota State University. Participants from the stations included the News Director and the General Manager.
<b>2</b>	Job Fair – Mitchell Area Technical School	On August 25, 2015, the stations participated in a job fair held at Mitchell Area Technical School. Participants from the stations included the News Director.
<b>3</b>	Internships	From May 2015 to August 2015, the station hosted two interns from South Dakota State University.  From January to April 2015, the station hosted an intern in the sales department.
<b>4</b>	Job Fair – University of South Dakota	On October 26, 2015, the stations participated in a job fair held at University of South Dakota. Participants from the stations included the News Director and the General Manager.
<b>5</b>	Management Training	On Oct. 8, 2015, our managers participated in an EEO Webinar provided by our FCC counsel. The webinar covered the FCC's EEO rules and regulations and discussed best practices for compliance with these rules.
<b>6</b>	KSFY Media Camp	During one week in June, the station hosted 10 high school students from various schools around the region to participate in a media camp. At the end of the week, the students produced their own 5 minute newscast.